

A higher calling awaits

By Master Sgt. Rick Burnham

Air Force Print News

WASHINGTON — When he took the reins of the U.S. Air Force Sept. 6, Chief of Staff Gen. John Jumper hardly could have imagined what the future would hold. That a ruthless band of terrorists would attack in less than a week ... that he and his wife, Ellen, would attend a stirring presidential address to Congress, preparing the nation for war on terrorists everywhere ... that the Air Force would likely play a key role in that war.

Yet, those were the realities as the new chief of staff spoke before a group of more than 200 Air Staff officers, enlisted and civilian employees Sept. 21 at the Pentagon. The general, formerly commander of Air Combat Command at Langley Air Force Base, Va., was introduced by Dr. James Roche, secretary of the Air Force.

"The events of (Sept. 11) opened up a period for us in the Air Force where we have to adapt what we do well to the circumstances and threats we face," said the secretary. "I can tell you that we are blessed that we have a terrific team, and a terrific uniformed leader in John Jumper, to get the job done. I have the greatest confidence in him, and I think, together with you, he will serve our country very well in the years to come."

Following his introduction by the secretary, Jumper spoke of the events the week before, saying that the world changed for everyone Sept. 11.

"Once again, airmen stepped forward and responded that day in a heroic way," he said. "We're in a different mode. The president said it better than anyone else could — we are going to march forward in a very determined way."

'The whole nation is looking at us in uniform to do the nation's business. Is there any higher calling than that? I don't think so.'

*Air Force Chief of Staff
Gen. John Jumper*



Photo by Tech. Sgt. Jim Varhegyi

The U.S. Air Force, he added, is ready for the challenge.

"We were on a transformational path already," he said. "In 1997, General Ryan said we're going to take this AEF idea and make it work for the whole Air Force. So we've been in this period of transition for an extended period of time, and in doing so we've made ourselves ready for the events that confront us today."

It helps, he added, that the entire country is now once again behind the U.S. armed forces, with a single objective in mind: eradicate terrorism and the people and organizations who generate it. Sitting with the Joint Chiefs of Staff during President Bush's Sept. 20 address to Congress, he saw firsthand the solidarity behind this most important cause.

"If there is any one place where you can feel the power of the nation at work, it's in that body," he said. "And what you saw was a

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Read the *Air Reserve Personnel Update* on the ARPC Web site at www.arpc.org

America at its best

Our Air Force Reserve, Air National Guard in action

By Brig. Gen. Chip Diehl

United States Air Force

I have never been prouder in my 26 years of serving our great nation — our American spirit has never shined as bright as when we came together in response to the tragedies of Sept. 11. From coast to coast, from the Rockies to our plains, citizens and families, churches and communities, businesses and charities . . . everyone united to comfort, console and recover from the harrowing depths of sorrow.

At the same time, our armed forces are responding to the call of its commander-in-chief, as we have since George Washington rallied his fellow citizen soldiers to defend their homeland. Now, our men, women and forces have deployed and have been called to act — flying combat missions against state-sponsored terrorism. I am proud . . . we, my brethren in arms, are proud . . . we said we were ready, and our airmen have proved us right!

My pride has swelled even higher when I again see our Total Force and notice how our “citizen airmen” are stepping forward. Our Reserve and National Guard brethren are among the first to volunteer for active duty. Day after day, they serve as some of our best, most capable “reserve” forces. I feel they are among our most cherished national treasures, often unsung, but always ready.

As our nation has united with the world, so, too, has our Total Force team united, come together to support our president and defend our freedoms. Total Force is for real — combining our active duty forces with our Reserve and National Guard components to form one seamless, strong, tremendously capable team. From every state, every profession, every background, men, women, officers, enlisted, young and old have stepped forward to meet this calling. We are one team . . . one very powerful, very capable team.

My career has been in the mobility business — flying cargo and tanker aircraft — and I have witnessed first hand the Total Force and our Reserve forces in action from flying airdrop missions to combat to routine cross-ocean cargo flights. No longer are they a force in “reserve.” They are fully integrated in the day-to-day mission of our Air Force — training to the same standards of our active duty. No longer are they known as “weekend warriors,” since the average number of days Reserve aircrew members spend on duty every year is 144, with support members averaging 63 days. They are known in our Air Force as “professionals,” “volunteers” and our “neighbors.”

Professionals — in that our Reservists and Guardsmen provide us capability across the entire spectrum of our military operations — they are chaplains, maintainers, air traffic controllers, linguists, pilots, communicators, medics, public affairs, security forces . . . virtually all career fields. They’re professionals with tremendous experience, sometimes spanning decades, in the performance of their specialty. Aircrew members, for instance, will have thousands of flying hours of experience. Equally, they’ve “been there” many times, having served in Desert Storm, Kosovo, and on active duty. Many of us are in awe of their vast experience and credentials. When they speak,

we listen, we appreciate.

Volunteers — in the early hours after the attacks of Sept. 11, we had thousands of Reservists and Guard men and women in Washington, D.C., and New York volunteering to serve. While the nation understands and appreciates their commitment of two weeks per year and weekend duties, many “volunteer” their time to serve whenever called. What’s amazing is many volunteer more than 100 days a year — that’s 100 days on top of a full-time job and time away from their family. Yes, they are commercial pilots, stockbrokers, lawyers and many don’t need the income. They volunteer to serve because they truly love wearing the uniform; they love serving the nation and protecting the freedoms we believe in and enjoy — which is far more rewarding than any salary. As we spun-up military operations in support of Enduring Freedom, the Air Force had thousands of Reserve and Guard volunteers step forward. And with the president’s mobilization of our Reserve units, there has been no shortfall of units ready to go!

Neighbors — they are our carpool partners, our dentists, our Little League coaches, our Sunday school teachers, our friends. They have families, and they have full-time civilian jobs. When called up, when they deploy, they are missed. We all should salute them, their families and their employers. When they leave their jobs, most employers keep that job for them when they return. For all employers, thank you . . . we sincerely appreciate your support, understanding, patriotism and kindness — your Air Force salutes you! For all the families, we are all one family . . . we will continue to bond together to take care of each other as we endure this calling.

When you see our Air Force in action on TV, you won’t be able to tell a Guardsman, Reservist or active duty airman. We are a team — a Total Force team. When a Reserve member comes on duty, they are ready, willing and definitely able. When the armed forces or our nation need them, our Reserve components will be there — volunteering, ready to serve. When you see your neighbor packing his or her bags, smile and hug them . . . he or she is off to protect our freedoms and a way of life we cherish.

When you see a Guard member at the airport ensuring security, tell them “thank you.” They are proud . . . they will appreciate your kindness.

Your Air Force demands so much of our Reserve components . . . they never waver, they never let us down. From Sept. 11 through our deployments today, they again have shined . . . and responded.

Your Air Force and Nation salute with great admiration our Guard and Reserve professionals. We also salute and thank the employers of these men and women . . . your sacrifice and generosity is appreciated.

At this difficult, demanding moment when our nation, this world is calling upon our military, we all should be proud of our Reserve and Guard professionals, their call to arms truly exemplifies the wonderful and enduring soul and spirit of America.

AF authorizes stop-loss measures

WASHINGTON -- The secretary of defense has authorized the use of stop-loss measures in order to support President Bush's campaign against terrorism, Air Force officials at the Pentagon said Sept. 20.

The decision, which gives service departments the authority to retain members beyond established dates of separation or retirement, was made by Donald H. Rumsfeld Sept. 19, said Lt. Col. Jan Middleton, chief of promotion, evaluation and separation policy for the Air Force.

"The purpose of this action is to meet mission requirements in support of Operation Noble Eagle and any follow-on operations regarding the Sept. 11 terrorist attacks on the nation," she said.

Those attacks, in which hijackers flew airliners into New York City's World Trade Center towers and the Pentagon in Washington, D.C., killed thousands of Americans and sent shockwaves throughout the world. In a Sept. 20 address to Congress, President Bush responded to the attacks by essentially declaring war on the world's network of terrorism.

As a result, as many as 50,000 reservists — including people in each branch of service — have been called to active duty in recent days. Title 10 of U.S. Code permits

the president to enact stop-loss measures when such a call-up takes place, Middleton said.

"Title 10 permits the president to suspend any provision of law relating to promotions, retirements and separations during any period when members of any reserve component are on active duty under involuntary mobilization authorities," she said.

Middleton said that the Air Force will employ a "total force approach" to capitalize on the unique composition of each force element, including

members of the active duty, Air National Guard and Air Force Reserve.

Capt. Amy Anderson, chief of retirement and separation policy for the Air Force, said the key will be to ensure the service retains the critical skills needed for mission requirements. At least for the short-term future, the policy will affect all bluesuiters.

"The initial stop-loss period for all Air Force specialties will be for at least 30 days," she said. "All retirement, separation or component transfer actions will be suspended until termination of stop-loss, unless an exemption is applicable or waiver is granted. This (Air Force specialty code) list will be revised and made available to the public as requirements are validated."

A few exceptions will apply, Anderson said. "This suspension does not apply to the mandatory separation or retirement of per-

sonnel because of disabilities or hardships," she said. "But officers being separated due to nonselection to captain, major or lieutenant colonel will not be exempted."

As a general rule, members should not request exemption from stop-loss unless they have been notified of involuntary activation under partial mobilization. There are alternatives for relief for those who are impacted by stop-loss but are not activated, and are experiencing personal hardship by their continued retention in the Reserve. Commanders and program managers are empowered to exercise judgment in authorizing excused absences from statutory participation requirements, if the circumstances warrant temporary relief.

During the stop-loss period, members should review their eligible family members' ID cards to ensure they do not expire and to ensure they are currently registered in DEERS. To determine DEERS enrollment or if ID card expiration is imminent, member should contact the nearest MPF or ARPC/DPSS at 1-800-525-0102, Ext. 71388 for assistance. When stop-loss is revoked, the member's MPF, program manager, or ARPC Separations Division or Retirements Division will work with the member to determine a reasonable separation or retirement date upon their release from stop-loss.

Questions may be addressed to the ARPC Separations Division, HQ ARPC/DPSS, at 1-800-525-0102, Ext. 71261; DSN 926-6362; or e-mail dpss@arpc.denver.af.mil, or ARPC Retirements Division, HQ ARPC/DPPR, at 1-800-525-0102, Ext. 71270; or e-mail dppr@arpc.denver.af.mil.



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very diverse group of people come together behind the president."

The president's speech, he said, was extremely effective, for a very simple reason.

"His heart is in this," Jumper said. "You get the feeling there is a passion involved in this ... there is nothing clinical about it. Of course, we're used to that. We do business on that basis all the time, or we would not be wearing the blue suit. But the nation has it now. You get this profound sense that we have just crossed this very difficult bridge ... civilians are now as much a target as people in uniform. It's frightening, but it's also galvanizing."

"The whole nation is looking at us in uniform to do the nation's business. Is there any higher calling than that? I don't think so."

Then, turning to Roche, "Mr. Secretary, I am proud to be a part of this team. We have before us today, the greatest Air Force in the world. And we are soon going to be able to demonstrate that fact

'We have ... the greatest Air Force in the world. And we are soon going to be able to demonstrate that fact once again.'

Gen. John Jumper
Air Force Chief of Staff

"The things you tend to look back on are the things most important to you," he said. "I can't remember every year I got a pay raise, but I remember the 11th of September and I'll remember the events ahead of us today."

once again. We will soon have to go into harm's way, and the men and women of the U.S. Air Force are going to make it happen. It is going to be magnificent, because we're going to do it standing side-by-side."

Down the road, the general said, today's airmen are going to look back at this time with pride.

MilPDS: 'Definitely right thing to do'

Despite initial problems, AF on right track with new personnel data system

By SSgt. Devin Fisher
Editor

For Air Force reservists, the expression no pain, no gain may never ring more true than when the new military personnel data system, or MilPDS, is stabilized.

And, the wait is almost over, according to the commander of the Air Force Personnel Center, Randolph AFB, Texas.

"We are paying the price today for future capability and flexibility," noted Maj. Gen. Michael McMahan, during an Oct. 24-25 visit to the Air Reserve Personnel Center. "MilPDS will always be an evolving system as we continue to make enhancements, but we expect the system to stabilize — meaning normal transactions input correctly result in a valid outcome — before the end of the year."

The general noted AFPC and ARPC have been working together to make the transition as painless as possible.

"We are doing all we can to ease the pain as a result of transitioning to the new sys-

tem and we appreciate your patience," McMahan said.

AFPC began the migration to the new database June 5 as personnel information from accessions and assignments, to pay actions, retirements and separations flowed to MilPDS. This migration, coupled with the constant updating of the system, has resulted in some problems that have required manual "workarounds" until the issues could be resolved.

Despite the problems surfacing during

flexible system that allows members access to their personnel information any time, anywhere."

Once fully operational, MilPDS will feature faster and more accurate personnel transactions because the information will only have to be input into one system, not transferred across systems like before. The system will eventually allow Virtual MPF enhancements that will provide airmen with greater visibility and control of their personnel information in a secure environment

from home or at work. In fact, there are 10 self-service capabilities specifically for Guard and Reserve members now available through the vMPF at www.afpc.randolph.af.mil.

The general believes this transition will be most beneficial to reservists because this is the first step in providing a complete Web-based personnel system that will allow reservists dispersed all over the world to take care of their personnel issues from home as the need arises.

McMahan is aware that obtaining personnel information is currently quite frustrating, but he is confident that once MilPDS is stabilized reservists will agree the benefits of transitioning to the new system were well worth any experienced pain.

'We are paying the price today for future capability and flexibility.'

Maj. Gen. Michael McMahan
AFPC commander



the initial transition, McMahan is sure the Air Force is on the right track upgrading the 30-year old legacy personnel system with an entirely new database system.

"It is definitely the right thing to do," he explained. "We can't stay with Z128 technology ... we must move forward to a more

Air Force Aid Society stands ready to assist

By Staff Sgt. Amy Parr
Air Force Print News

WASHINGTON (AFPN) — The desire to serve their country can mean that members of the Air National Guard and Air Force Reserve may lose income when recalled to active duty to support Operation Enduring Freedom.

The Air Force Aid Society stands ready to assist them with the same emergency assistance safety net their active-duty counterparts are offered. Some examples include basic living needs, emergency travel, car repair and funeral expenses.

Retired Lt. Gen. Mike McGinty, AFAS chief executive officer, said the organization knows there will be new and unique problems for Air Force people involved either directly or indirectly with the operation. But, he added, AFAS is ready for the challenge.

"We know from past experience, in times of crisis special demands are placed on the aid society," McGinty said. "But you can rest assured that we will be there to help airmen and their families whenever, wherever and however they need it. That's a promise."

Contributions to the Air Force Aid Society's Attack on America Fund will help the society meet the increased demands for assis-

tance by all Air Force members — active duty, Reserve and Guard, because of the president's campaign against terrorism. The fund also provides help to Air Force families stranded by the grounding of airlines and will help individuals as the Air Force prepares for and engages in combat operations. McGinty added that assistance also was provided to fly several airmen who lost family members in the attacks to memorial and funeral services.

Other situations the AFAS can assist with include family separation, child-care problems, and emergency assistance loans and grants. Because of the increased need for the society, McGinty said all contributions are greatly appreciated, including those from individuals, clubs, companies and organizations. Air Force members and their families will be assisted with 100 percent of all contributions. Every penny contributed goes directly to Air Force members and their families needing help.

Donations may be mailed to: Air Force Aid Society Inc., 1745 Jefferson Davis Highway, Suite 202, Arlington, VA 22202. To make a credit card or allotment donation, call toll free 1-800-769-8951 or (703) 607-3073.

For more information, visit the AFAS Web site at www.afas.org.

Law keeps jobs for reservists called to active duty

WASHINGTON (AFPN)— People called up for service in the Air Force Reserve and Air National Guard in support of homeland defense will have a job to go home to when President Bush's campaign against terrorism is done.

But that has not always been the case. As recently as 10 years ago, people transitioning to active duty had difficulties when their service time was up. Many found their civilian jobs were no longer available when they hung up the blue suit.

But, a law enacted in 1994 ensures that many of those people can return to their former civilian jobs upon completion of their service commitment.

The Uniformed Services Employment and Re-employment Rights Act gives active and reserve people the right to go back to the civilian job they held prior to military service.

"To qualify for the protection provided by USERRA, the member must have held the civilian job prior to entering active duty," said Maj. William Youngblood, reserve judge advocate, Air Force Legal Assistance Division at the Pentagon. "They must also give notice of the active-duty commitment prior to leaving the civilian position and be gone for a total time of less than five years."

People must have an honorable or general discharge from the service and must return to their civilian position promptly upon completion of military service. USERRA defines "promptly" based on the amount of the active-duty commitment.

If service members are gone for up to 30 days, they must return to

work on the first shift following safe travel time plus eight hours for rest. The statute allows 14 days for commitments of 31 to 180 days and 90 days for 181 days or more of active-duty time.

"Upon returning to a civilian employer after performing active duty, USERRA says that status, seniority and most pension rights must be reinstated as if someone never left," Youngblood said. "The member must also be trained on new equipment and techniques, and any service-connected disability must be accommodated."

Employers are required to reinstate health benefits. People are also protected from termination other than for just cause for a period of time varying with the length of the active-duty commitment.

The National Committee for Employer Support of the Guard and Reserve provides representatives who mediate re-employment issues between military people and their civilian employers. ESGR can be reached at (800) 336-4590 or (703) 696-1400. In addition, the organization's Web site at www.esgr.org, provides tips for reserve people and employers.

The U.S. Department of Labor Veterans Employment and Training Service is responsible for resolving and/or investigating re-employment issues. The agency can be reached at (202) 219-9110. Its Web site at www.dol.gov/dol/ve has a nontechnical resource guide to USERRA.

For more information, contact local legal assistance attorneys or go to www.dol.gov/dol/vets.

Briefs

End-strength management

Last year, the Air Force Reserve implemented a policy requiring individual's voluntary requests for assignment, retirement and separation be accomplished six months in advance of the effective date. This policy ensures the ability to complete mission requirements and assists in forecasting voluntary losses from the participating IMA programs.

Now that a year has passed since these policy changes were implemented, the ARPC Plans Directorate wants to remind IMAs of a few important issues:

The request for a waiver of the six month requirement for assignment, retirement or separation may be requested by program managers with justification and their recommendation. HQ ARPC/DPA is the final approval authority.

Program managers are required to brief individuals regarding their participation status and their Servicemember's Group Life Insurance, or SGLI. A debt will be incurred as long as members are assigned to the IMA program unless they elect to discontinue their SGLI. IMAs who separate or retire and had previously declined or cancelled SGLI coverage

will not have the 120-day, no cost, extended coverage normally provided by law.

Additionally, members who discontinue their SGLI are ineligible for Veteran's Group Life Insurance. IMAs are encouraged to ensure appropriate personnel prepare a statement for their signature documenting they've been briefed and their election.

Program managers will submit their signed statement and member's election to the ARPC entitlements branch, HQ ARPC/DPSSE, 6760 E. Irvington Pl #4000, Denver CO 80280-4000.

For more information, IMAs should contact their program manager. To review the original message visit the ARPC Web site at www.arpc.org, under "Hot Off the Press."

AFRAB Web site revised

The Air Force Reserve Advisory Board Web site now posts issues submitted and their outcomes.

Issues can be reviewed by AFRAB issue number or subject (promotions, participation, etc.). This information is available by visiting <https://www.mil.afrc.af.mil/special/afgrab/afgrab.htm>, and selecting "Previous Issues."

Issues affecting a large portion of the Reserve population may be submitted via the

Web site. Issues pertaining to personal situations should still stay within established administrative relief processes or the appropriate chain of command.

For more information, contact Barbara Hart at 1-800-525-0102, Ext. 71246; DSN 926-6299; or e-mail Barbara.Hart@arpc.denver.af.mil.

Ticket policy during shutdown

Travelers were not penalized for rebook, reissue and refunded tickets for travel tickets issued for Sept. 11-25.

Airline policies and fees for rebook, reissue and refunding of tickets for anyone ticketed outside that timeframe remain the same. Also, Omega World Travel did not charge service fees for reissuance of a ticket due to being stranded during the travel shutdown. The waivers were accomplished on a one-time-only basis. There are no waivers for normal fees for anyone not stranded during the shutdown.

New, improved WOTS

A new and improved Web Orders Transaction System, or WOTS, was introduced Sept. 13. WOTS is located at <https://arpc1.mn.uswest.net/wots>.

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AFRC's Command Chief Master Sergeant committed to **Truly taking care of enlisted**

By SSgt. Devin Fisher
Editor

Attention individual mobilization augmentees and participating individual ready reservists: "Air Force Reserve Command knows you are out there, appreciates your contributions to the Total Force and is concerned about your needs."

This is the message Command Chief Master Sergeant Cheryl Adams wanted to ensure was communicated to those Air Force Reserve command refers to as IMAs and PIRRs.

"You are not alone. We are doing all we can to put to rest the idea that the letters 'I-M-A' stand for 'I Am Alone,' and any such perceptions pertaining to reservists serving in the PIRR," Adams stressed during her Oct. 25 visit to the Air Reserve Personnel Center. "I'm not just saying I care, but I promise; I will do all I can."

Spending only moments with the chief dismisses any thoughts that this is a position she takes lightly.

"It's exciting to me ... it's one of the best jobs you can have," she said with a smile. "It's a challenge to meet the unique needs of reservists serving in each category, but a wonderful opportunity to be involved in improving their quality of life."

The chief's visit to ARPC speaks volumes about her concern for the troops she represents.

"I came to ARPC because I want to become more informed and educated on the intricacies of the IMA and IRR programs — and all other reserve categories — so I can best serve all those I represent," she noted.

Caring for IMAs

As AFRC's liaison for enlisted issues, Adams has begun a journey to assist the active duty in caring for their IMAs.

"I'm trying to increase their active duty supervisors' and co-workers' awareness on the IMA program," she explained. "Active duty supervisors need to know that resources are available and understand the numerous benefits and opportunities available."

The challenge Adams faces is ensuring all of AFRC's unique diversity receives equal representation.

"I see AFRC as a true Total Force command, touching all of

the Air Force — active duty, active Guard/Reserve, traditional reservists, IMAs, air reserve technicians and IRR — and I will do my best to ensure I maintain a balance for all concerned."

Liaison for enlisted

Adams became the Command Chief Master Sergeant for Air Force Reserve Command in February. In this capacity, Adams advises the commander on matters influencing the health, morale, welfare and effective utilization of more than 70,000 active duty and Reserve members within the command and serves as the commander's representative to numerous committees, councils, boards, and military and civilian functions.

Adams feels she's the right person for the job because of the experience she has garnered during her 24-year career.

"As a single parent and head of household I have had to juggle the responsibilities of family and both a civilian and Reserve career — the things most reservists have to contend with," Adams said. "In addition, I've been involved doing whatever I could within the wing and the local community to make a difference."

Her "reaching out" personality came to fruition when she became the senior enlisted advisor, and subsequently command chief master sergeant, for the 932nd Airlift Wing, at Scott Air Force Base, Ill. During her five years as

the wing's top enlisted troop, Adams was primed for the AFRC Command Chief Master Sergeant position through constant exposure of presenting issues and concerns to senior leadership.

Top priorities

The chief has three top priorities that she believes should be key issues for all reservists.

The first one is recruiting.

"It's more that the trite phrase that everyone's a recruiter," she noted. The chief urges all reservists to work with recruiters and to tell their story and the values of being a reservist to family, friends, employers and co-workers.

And no time is better than present.

"We must capitalize now while the sense of patriotism is high," Adams said. "Following the events of Sept. 11, people have concern for our country and they know that we stand as a deterrent to any further similar occurrences."

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"I'm not just going to say I want to take care of you, but I promise, I will truly take care of you."

Command Chief Master Sergeant Cheryl Adams



Women take rightful place among aviation greats

By Lt. Col. Tom Deall

Chief of public affairs

Amelia Earhart is a name recognized world over for her feats as an aviator and a woman. However, walking in her footsteps are other women who have garnered the proud position of serving their country and standing proudly as Women in Aviation.

A boundary that seemed insurmountable only a few decades ago, women have taken their rightful place among aviations' great heroes. In her Web site entitled, Women in Military Service, 18-year-old Malinda McGeough included the likes of Lt. Kara Spears Hultgreen who served as one of the first U.S. Navy female combat pilots, and Lt. Col. Eileen Collins, the first female pilot of a space ship.

Despite the greatness of these women and the boundaries they re-established, the number of women in aviation still leaves room for improvement and that's the goal of the Human Resource Development Council, or HRDC, in conjunction with organizers of the Women in Aviation annual convention that carries the goal of mentoring and saluting women in aviation fields of yesterday, today and tomorrow.

Realizing the low number of women working in aviation career fields, Maj. Katie Creveling, 756th Airlift Squadron, Andrews AFB, Md., began a crusade three years ago to promote opportunities in aviation within the Air Force Reserve.

In conjunction with HRDC, Maj. Creveling organized a display, gathered pamphlets, fact sheets and anything that told the story of the Air Force and, especially, the success of women in military aviation. According to Maj. Creveling, the objective was very simple – provide a venue of women talking with women. It was to create an environment of promoting a one on one opportunity of recruiting women into all aspects of aviation. This includes not only service as a military pilot, but in other areas such as maintenance, avionics, air traffic control, and so on.

Side by side with their civilian counterparts, the military aviators established themselves as standouts wearing their flight suits and breaking down barriers with every visit. Each aviator is living a life that is clearly second to none and by improving the outreach to other young women, their experiences and service to their country could be shared.



Left to right, 1st Lts. Jennifer King, Heather Hutto and Kara Sandifur; and Maj. Katie Creveling, were among the Reserve aviators at the Women in Aviation annual convention.

These stories range from those of seasoned Air Force Reserve veterans to 1st Lt. Jennifer King, who recently completed the journey of becoming an Air Force Reserve pilot with the 756th Airlift Squadron.

"Quite frankly, the women attending these conferences don't expect us to be there," Lt. King noted. "They are looking at the commercial airline industry ... when they see us, they usually walk by several times before they get up the nerve to talk to us."

But once they do, they are enlightened on the possibilities of flying for the Air Force Reserve.

"A lot of the women don't realize they can join the Reserve without having a mili-

tary background," she said, noting most of the women thought they had to be involved in Reserve Officer Training Corps, or ROTC, or attend the Air Force Academy.

"Once I tell them that I was hired right off the street they are very anxious to find out more."

Lt. King noted that this connection has resulted in several e-mails and telephone calls for additional information and new recruits.

For more information on Women in Aviation, contact Major Creveling at DSN 857-5207; (240)857-5207 or e-mail pilotkate@earthlink.net. For details concerning HRDC, contact Col. Ricardo Aponte at raponte@uswest.net or visit the HRDC section on the ARPC Web site at <http://arpc.afrc.af.mil/hrdc>. Refer friends and co-workers interested in an Reserve career to the Air Force Reserve Get One Hotline at 1-877-786-2372.

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Her second key is retention.

"We must look at the concerns of people across the board," she explained. "First-termers are a key focus. We have to find out what motivated them to be here in the first place and discover how to best encourage them to continue contributing to the mission."

The third concern is the development

of enlisted personnel, to include professional military education, leadership and development programs, mentoring and recognizing on-going accomplishments.

"It's the full spectrum ... the whole person concept," she said. "These things not only make reservists better leaders, but they make them better people."

The chief summarized noting that it's a privilege to be the AFRC command chief master sergeant.

"I enjoy being with the people, where they work," she explained. "When reservists explain their mission to me I see how passionately involved they are in what they are doing and I realize how fortunate I am to represent them."

E/MSS provides access to pay account

Air Force reservists now have direct access to their military pay accounts via the Employee/Member Self Service, or E/MSS, system.

A Defense Finance and Accounting Service, or DFAS, initiative, E/MSS currently allows reservists access to their pay record and the ability to update certain payroll information directly, without having to fill out any paper forms.

E/MSS allows members to view their Leave and Earning Statements, or LES; review or update Federal tax information, home or correspondence address and direct deposit or electronic funds transfer, or EFT, information.

In the near future, reservists will also be able to make state tax changes; start, stop, or change savings bonds; and view and print their wage and tax statement (W-2).

Access to the system is available via the



Internet at www.dfas.mil or by calling the Interactive Voice Response System, or IVRS, at 1-877-DOD-EMSS (1-877-363-3677) — using a touch-tone phone.

E/MSS provides the convenience of accessing the system either at home or the office nearly 24 hours a day seven days a week, without the problems involved with paperwork.

DFAS mailed personal identification numbers, or PINs, to all reservists' home address in January. Reservists must fax or mail the following information to DFAS in order to establish a new temporary PIN:

- ☐ Name
- ☐ Social Security number
- ☐ Copy of military photo ID
- ☐ Daytime phone number
- ☐ Signature

Faxes should be sent to (216) 522-5800, and marked "Attention E/MSS." Mail re-

quests to DFAS-Cleveland/PMCAA, Attention E/MSS, 1240 East 9th Street, Cleveland OH 44199.

The new temporary PIN will be set to the last five numbers of the member's Social Security number. Members will not be notified that their temporary PIN has been reset. E/MSS officials ask reservists to allow at least two business days before attempting to use their new temporary PIN if they faxed the information and additional time if they mailed the request.

DFAS has established an E/MSS customer support unit (CSU) at its Cleveland Center. The CSU is open Monday through Friday from 7 a.m. to 7:30 p.m. EST at 1-800-390-2348. The CSU will answer any questions relating to E/MSS, including non-receipt of PIN numbers.

Visit the DFAS Web site at www.dfas.mil, under "Money Matters," for more details.

BRIEFS from Page 5

ARPC finance officials encourage reservists to bookmark this page to ensure easy access.

The long awaited rewrite of the site features a new look, and provides more reliability, in addition to other improvements. For example, the new system provides counters on the "Lookup Order Request" page to display the number of days in each fiscal year that are in the system for each tour type. A column has also been added for the end of tour date, and the number of days of the tour.

In addition, the calendar icon for inclusive dates of training is still available, however, customers now have the ability to input the dates manually into the appropriate boxes, using the format guide located below.

Any changes submitted to a request, regardless of the current status (except denied requests), can be made using the "Revise/Amend Order Request" menu item. For reservists who currently have ownership of the request (i.e., it has not been opened or reviewed by anyone else), the system accepts the changes once the submit button is clicked.

For requests that are further along the processing chain or published when changes are needed, the system automatically creates a revision and forwards it to the respective program manager for review.

More data items are displayed on the print-out page, and the print process has been reduced to a four-step process (see IMA User

Guide for WOTS on the ARPC Web site, www.arpc.org, under "WOTS").

A reminder: Passwords are case sensitive on the new system. Password assistance is available through program managers and major commands.

Expanded family coverage

Military members married to military will have Servicemember's Group Life Insurance expanded family coverage automatically deducted from their pay effective Nov. 1.

To decline or reduce coverage, members must complete the SGLV Form 8266A at their military personnel flight or download the form at www.insurance.va.gov and have it signed by a local recruiter.

The original completed form should be sent to HQARPC/DPSSE, 6760 E. Irvington Place #4000, Denver, CO 80280-4000. A copy should also be sent to the member's Reserve pay office for processing.

Relief Act protects members

The Soldiers and Sailors Civil Relief Act protects military members from certain legal obligations while providing the nation's defense.

The act assists members during legal proceedings and with meeting financial obligations, if eligible. The law applies only to full-time active-duty people, including the activated reserve component.

It provides the following five types of protection for financial obligations:

- ☐ Postponing collection actions on any civil obligation;
- ☐ Prohibiting repossessions and foreclosures without court permission;
- ☐ Setting a maximum interest rate of 6 percent on all pre-service obligations;
- ☐ Allowing servicemembers to terminate leases with 30 days prior notice; and
- ☐ Permitting the Veterans Affairs to guarantee life insurance premiums in order to continue coverage.

For more information, contact a local legal assistance office.

Omega service charge increase

In accordance with Omega World Travel's Government Service Administration contract, ARPC was notified of a service charge increase for all tickets issued to \$23.10, effective Sept. 4.

Commissary cards delayed

Due to problems with the new Military Personnel Data System, or MILDPS, commissary privilege cards are not currently being issued automatically.

Members not receiving their commissary cards within 90 days of their retirement/retention year closeout should contact the ARPC Entitlements Branch at 1-800-525-0102, Ext. 71228, to have their cards manually processed.

An inside look at the promotion process

(Editor's note: This is the second in a two-part series on the officer promotion process.)

By Col. Bill Woods

IMA to director, AETC Communications and Information

Sitting as a member of the fiscal year 2002 Reserve of the Air Force line and health professions lieutenant colonel and captain promotion selection board in June, I was afforded a unique look into the promotion board process.

While fact sheets are available following public release dates, the information below provides more detail on the composition of a Reserve promotion board to include make-up, guidance, officer selection records, the process itself and advice on improving chances for promotion.

Board make-up

The process begins when the Air Reserve Personnel Center Reserve of the Air Force Promotion Selection Board Secretariat staff identifies and selects board members. A major general is selected to serve as the board president.

Once the members and president are identified, the members are divided into panels of five people each with either a brigadier general or colonel serving as the panel chief.

The actual number of panels is determined by the number of people meeting the board and their specialty. For example, attorneys are required to serve as board members when legal officer records are reviewed.

According to Lt. Col. Gary Smith, Secretariat Deputy Director, by law each panel must have at least 50 percent Reserve representation. Since each panel has five people, three are reservists. Diversity is also an important aspect of the panel make-up.

"We strive to have a mixture of women and minorities represented," said Col. Darryl W. Thompson, chief, Reserve of the Air Force Selection Board Secretariat. Rounding out the support team are administrative assistants and secretariat staff members.

Board guidance

Each board is convened under the provision of Title 10 U.S. Code, several Defense Department directives and instruc-

tions, as well as Air Force program directives and instructions.

Quotas, established by the Reserve plans staff in the Pentagon based on a 5-year projection, are established separately for each grade with the competitive categories of the Air National Guard, Reserve mandatory and position vacancy. Read by the board president, these guidelines are provided to each board member in a Secretary of the Air Force Memorandum of Instruction, or MOI. The MOI also defines the eligibility criteria and the factors used to consider officers for promotion. Once read, the board president swears in all the panel members and administrative assistants.

A briefing on the process is given followed by a trial run of scoring records. Once scored, a discussion takes place during which board members establish a better understanding of the process.

Officer selection records

Records are graded from six to 10 points in half point increments with 7.5 as the average.

The selection folder consists of an officer pre-selection brief, a letter to the board (if submitted), Uniform Code of Military Justice, or UCMJ, actions, citations for decorations, promotion recommendation form, and the officer performance reports/effectiveness reports/training reports and prior service documents.

The first document most members review is the pre-selection brief. It details personal data, aeronautical data, professional military education, academic history, work history and so on. Next, board members review the remaining forms and documents with the intent of evaluating the whole person. Any discrepancies are noted upon record review.

"If there are any discrepancies in the officer selection folder, it is annotated on a separate document and placed directly be-

hind the pre-selection brief," said Thompson. "An example of this would be a missing decoration citation, current OPR, etc."

Based on board members' experience and staying within the guidelines of the MOI as read by the Board President, the records are scored.

Promotion process

Records are grouped in stacks of 20, reviewed and scored by each panelist. After the stack is scored, the stack is passed to another panelist, through the administrative assistant for scoring. After all stacks are scored, the individual scores are added together.

To avoid extreme scoring and maintain consistency, any difference of two or more points between any two panelists is resolved.

Once all the splits are resolved, a cut-line score is determined. Every individual whose score is above that line is identified for promotion. If the promotion quota is not met, records under the line are scored again.

A second line is then established and promotion candidates are selected. This process is continued until the quota is reached.

How to get promoted

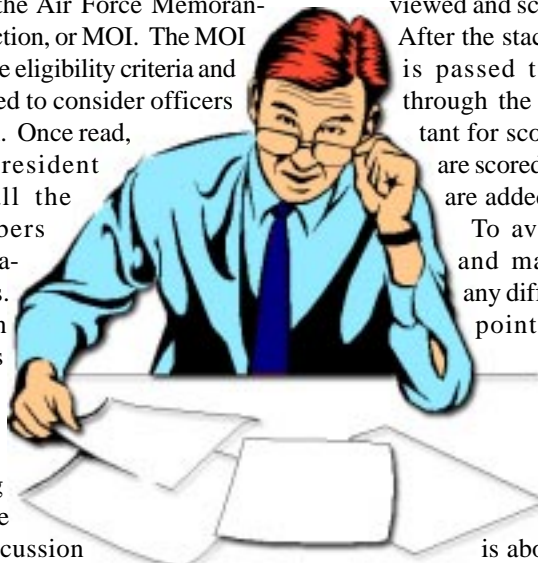
Having sat as a board member, it appears that the key to getting promoted is being competitive and doing an outstanding job. While the following is no guarantee, it is certainly a step in the right direction.

First is the completion of the appropriate level of academic education and PME.

"Air Command and Staff College completion is not shown if competing for captain," said Smith. Though not considered for individuals competing for captain, a master's degree for major and above could add value to the Reserve and a civilian employer, and are considered by panelists.

Second is the level of participation. Performance evaluations and the PRF may show outstanding performance. However,

— See **PROMOTIONS** on Page 10



Tips for submitting

AF Form 40A

The ARPC Points Management Branch offers the following tips to ensure smooth processing of the AF Form 40A.

Please take a few moments to check the following:

- ❖ Make sure it's the most current edition. At this time, 19981201 is the most current edition. Previous editions are obsolete. Copies of the most recent form may be obtained from the ARPC Web site by accessing www.arpc.org, then "Forms and Publications."

- ❖ Ensure Social Security number is listed on the form.

- ❖ Check the box for either pay or non-pay. Pay forms should be submitted to the respective Reserve Pay Office. Non-pay forms should be submitted to: HQ ARPC/DPPKB, 6760 E. Irvington Place #2120, Denver CO 80280-2120.

- ❖ List the training date in YYYYMMDD format.

- ❖ List the duty hours (e.g., 0630-1130). This helps determine if a point should be credited to the morning or afternoon of that day.

- ❖ List the amount of hours worked (e.g., 4)

- ❖ List the amount of points (e.g., 1)

- ❖ Make sure to include name and phone number (typed or printed), signature, and date.

- ❖ Make sure the certifying official's name and phone number (typed or printed), their signature and date are included.

- ❖ The dates – member and certifying official – must be on or after the last day of training reported on the form.

- ❖ As noted on the bottom of the form: An AF Form 40A for non-pay should be submitted no later than two days after completion of training for unit members, and no later than 30 days after completion of training for IMAs. Please do not hold on to several months' worth and submit them all together.

- ❖ Last, please make sure writing is legible, or type the information.

For more information, contact the ARPC Points Management Branch at 1-800-525-0102, Ext. 71285.

Chaplain news

Recruiting for success

By Chaplain (Lt. Col.) Don Smith
Chief, professional division

In 1982, the Chaplain Service Individual Reserve Programs Directorate began using individual mobilization augmentee, or IMA, chaplains to recruit chaplain candidates and Reserve chaplains. It started with a handful of volunteers, dedicated to perpetuating the chaplain service, working in a points-only status.

That early team has now grown into a cadre of 40 IMAs, and has recently become a key element of the Air Force Chaplain Service coordinated recruiting effort that consists of active duty, Air National Guard, Air Force Reserve Command and ARPC chaplains.

Charged by Chaplain (Maj. Gen.) Lorraine Potter, Chief of the Chaplain Service, to "recruit for success," these personnel reach out to qualified ministers, rabbis, priests, imams and to ministerial students to find the very best potential chaplains.

While the original purpose of the IMA chaplain recruiting team was to fill the chaplain candidate class and focus recruiting efforts on identifying possible applicants from denominations that were historically difficult to recruit, recent efforts have broadened the reach. During a Chaplain Service recruiter workshop and planning meeting Aug. 6-9, chaplains from all Air Force components met in Denver in preparation to recruit beyond the boundaries of previous efforts.

Focus of the workshop was to chart a course that ensures we identify and commission qualified applicants who will become valued members in the Total Force community. This includes providing education and training for volunteer recruiters and monitoring progress of the recruiting effort and explore the unique characteristics of diverse populations, which will enable recruiters to adequately address concerns of the various faith groups and ethnic and gender populations. Additionally, a small group further developed a list of potential target venues so that the Chaplain Service will be able to reach more fully qualified chaplain applicants than previously reached.

Although the team will continue to visit seminars, recruiters will attend large gatherings of clergy-persons and faith communities to share information on the opportunities for ministry as part of the "One Force" chaplain service.

According to Chaplain (Col.) Bill Thomason, Chaplain Service Individual Reserve Programs Director, "the coordinated approach to recruiting for a 'One Force' chaplain service, is quite natural, because unlike many IMA career fields which receive most of their personnel from active duty discharges, the Chaplain Service works just the opposite. A large percentage of active duty accessions come from the Reserve components each year."

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minimal participation could cause panelists to question truly outstanding performance. For me, more participation shows more commitment to the Reserve.

Third, performance evaluations are important. Use feedback sessions to find out what areas need improvement and for specific goals according to supervisors and commanders. I recommend individuals educate supervisors on what they do and how well they do it. For IMAs, this is accomplished through the end of tour reports, for example.

Finally, decorations validate strong OPRs and PRFs. When meeting a board, a good standard is to have a decoration

within the past three years. If this is not the case, I recommend meeting with the commander and/or supervisor to discuss a possible decoration.

Summary

ARPC's promotion board secretariat has a statistical fact sheet on the ARPC Web page that reflects the attributes of those selected for promotion from the previous board.

This serves as a good source of information prior to meeting a promotion board. To view the page, go to www.arpc.org. For a record review, call the secretariat at 1-800-525-0102, Ext. 71283.

Medical profession news

Medical services presence 'was impressive'

By Lt. Gen. Paul K. Carlton, Jr.

Air Force Surgeon General

Like many of you, I watched in horror as terrorists attacked our homeland Sept. 11. The minutes following the attack seemed like hours, the attack scenes repeating themselves over and over in our minds. Those initial minutes quickly accelerated into a rapid succession of events that make me proud to be your Surgeon General.

Within minutes of the attack the fine medics of the Air Force Medical Service were stepping up to meet the many challenges of the day. In just over 24 hours,



we had more than 500 deployed medics on the ground at McGuire AFB, N.J., and Andrews AFB, Md.

With three EMEDS+25s, one EMEDS basic, a 250-bed ASF, bioenvironmental engineers, mental health crisis intervention teams and more, we had enormous capability to assist in any way necessary. In addition, the collection and shipment of more than 2,000 units of blood to New York City was vital to their survival efforts. Our presence was impressive!

Most of our medics have now redeployed to their home bases, however a small contingent of public health, mental health, dental, and radiology experts remain at Andrews AFB and Dover AFB, Del., in support of ongoing operations.

I applaud you for your professionalism and willingness to serve. At the same time,

I exhort you to prepare for the long road ahead. It will be filled with challenges that will call on our very best efforts at all levels: from our newest airman to our most experienced general officers.

As maintainers of the "human weapon system," we must continue to ensure our troops are fit to fight, and be ready to deploy with our forces as we execute the Air Force mission.

Put your house in order, so when duty calls you are prepared to serve. Remember, the American people are counting on us to restore security and seek out those who are responsible. I am proud to serve as your Surgeon General and lead the best-trained, best-equipped, and best-prepared warrior-medics in history.

God Bless America and the Air Force that keeps her strong!

Legal news

Survey of the Law cancelled

The FY 02 Annual Survey of the Law scheduled for October was cancelled due to recent events.

IMA judge advocates and paralegals scheduled to attend were waived from attendance and will be rescheduled to attend again in four years.

This allows IMAs to remain on schedule for formal Reserve training, alternating every two years between the Survey of the Law and the Reserve Forces Judge Advocate Course, or RFJAC, or Reserve Forces Paralegal Course, or RFPC.

IMA judge advocates and paralegals can contact ARPC/JA to find out when they are scheduled to attend these courses.

IMAs incurring a service fee after canceling travel through a contracted ticket office, or CTO, may request reimbursement on an SF 1164, *Claim for Reimbursement For Expenditures on Official Business*.

Requests for reimbursement should be forwarded to ARPC/JA with a copy of the travel card bill and travel itinerary from the CTO indicating the service fee. The request will then be forwarded to ARPC/FMF for certification of payment and sent to Dobbins ARB, Ga., for reimbursement.

IMA JAG, paralegal recruiting

ARPC/JA would like to thank everyone for their outstanding support in recruiting IMA judge advocates and paralegals.

ARPC/JA has reached an unprecedented level with an overall end strength of more than 100 percent. This would not have happened without the help of members within the program at all levels and some great Reserve recruiters.

It is time not only to continue recruiting outstanding judge advocates and paralegals into the IMA program, but also to retain those IMAs that are thinking about leaving the IMA program. This will ensure we have a ready and able force in times of need, both in wartime and in peacetime. Again, it is a team effort that we can all pitch in and accomplish.

WebFLITE roster

Given recent events, it is crucial the Roster in FLITE be personally updated by every member of the entire TJAG Department — active duty, Reserve, Guard and civilians. Maj. Gen. Joseph Lynch, mobilization assistant to The Judge Advocate General, has asked each Reserve judge advocate and para-

legal, at a minimum, to ensure current contact data (addresses, e-mail, phone and fax, etc.) and active duty tour volunteer information. This information will be especially helpful in the event of mobilization. Updated e-mail addresses will be used by USAF/JAZ to forward the TJAG electronic newsletter. The ID and password for Roster is the same as your FLITE ID and password. For assistance, contact AFLSA/JAS at DSN 493-2802 or (334)953-2802.

In addition to updating the FLITE Roster, address or phone number changes must also be passed on to HQ ARPC/JA. This information is maintained in two separate systems and it's very important to keep both up to date at all times. ARPC/JA will then pass this information on to the ARPC customer service branch. This will keep ARPC/JA's internal databases up to date as well.

POC: HQ ARPC/JA

CMSgt. Deborah Fischer

(800) 525-0102, Ext. 71251

DSN: 926-6494

Comm: (303) 676-6494

E-mail: arpc.ja@arpc.denver.af.mil

Address: 6760 E. Irvington Pl. #5200

Denver, CO 80280-5200

Career management news

School board applications

Applications are now being accepted for the March 2002 Reserve School Selection Board. All applications must be processed through the applicant's rater, to their major command reserve affairs office and arrive at HQ ARPC/DPAT by March 1, 2002.

Members must be an individual mobilization augmentee, or IMA. Courses and grade eligibility follow:

Reserve Components National Security Course, held in July 2002, for lieutenant colonel and colonels;

Joint Military Operations, held in September 2002, for majors through colonels; and

USAF Senior NCO Academy, FY 2003 (three sessions), for master sergeant through senior master sergeant.

Members may apply using ARPC Form 27, *Application for Professional Military Development Short Courses*, which can be obtained from the MAJCOM IMA program managers or by downloading the form from the ARPC Web site at www.arpc.org.

For more information, contact MSgt. Charles Benson at 1-800-525-0102, Ext. 71330, or e-mail or charles.benson@arpc.denver.af.mil.

Civilian skills, employers

Title 10, United States Code, Section 10204, requires all Reserve components to collect and report civilian occupational skills of all reservists to the Department of Defense.

ARPC is cataloging specialized skills of Air Force reservists in its Civilian Skills Data Bank, or CSDB. This unique data bank can assist DoD in meeting specialized manpower requirements in both peacetime and contingency scenarios.

Reservists who have not yet provided their civilian skills information to HQ ARPC, can complete and submit the information on-line at http://arpc.afrc.af.mil/dpabb/csdb_form.htm.

In addition to the civilian skill information, DoD is now asking all reservists to provide civilian employer information.

The collection of civilian employer information will facilitate open communications between the DoD and civilian employers to inform them of the statutory

rights, benefits, and obligations of not only reservists, but employers as well.

The immediate goal is to increase the effectiveness of the DoD's employer outreach program by identifying employers directly affected by DoD policies and mobilizations.

DoD will then be better able to assess actual employer needs and identify possible incentives to encourage employer support for Reserve participation. It is highly encouraged that reservists provide their employer information via the Defense Manpower Database Web site at <https://www.dmdc.osd.mil/udpdr/owa/RC.Home>.

The database has a field for civilian skills information that must be completed before exiting the database. Please be aware that reporting information on the civilian employer database does not fulfill the requirement to provide the information to ARPC. Unfortunately, the information does not currently transfer from one database to another.

Reservists who change professions, employers, or acquire new skills should contact their program manager or the ARPC Career Opportunities Branch to update their initial entry. Career opportunities can be contacted at 1-800-525-0102, Ext. 71333 or e-mail opportunities@arpc.denver.af.mil.

MGIB-SR benefits

The Montgomery GI Bill - Selected Reserve, or MGIB-SR, monthly rates increased Oct. 1 as follows:

Monthly Rate	Training time	Semester hours
\$272	Full	12
\$204	$\frac{3}{4}$	9

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Col. Katie Counts
Commander, ARPC

Lt. Col. Thomas Deall
Chief of public affairs

SSgt. Devin Fisher
Editor

\$135	$\frac{1}{2}$	6
\$ 68	less than $\frac{1}{2}$	3

For more information, contact Reginald Brewer, MGIB-SR Program Manager at 1-800-525-0102, Ext. 71330.

MGIB-SR Kicker Program

The MGIB-SR Kicker Program critical career fields list remains the same for FY02.

To be eligible to receive an additional \$350 in monthly benefits, Selected Reserve members must:

Sign a six year commitment; and

Be assigned to a critical career field listed below.

1N-Intelligence

1T-Aircrew protection

2A-Manned aerospace maintenance

2F-Fuels

2T-Transportation and vehicle maintenance

2W-Munitions and weapons

3E-Civil engineering

8D-Linguist debriefer/interrogator

1A-Aircrew operations

4N-Medical services

For more information, contact Reginald Brewer, MGIB-SR Program Manager at 1-800-525-0102, Ext. 71330.

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